

# SEXUAL VIOLENCE PREVENTION AND EDUCATION

## AT HUMBER COLLEGE AND UNIVERSITY OF GUELPH-HUMBER

### ANNUAL REPORT 2018/19



Photo Credit: Life at Humber

[humber.ca/sexualassault](http://humber.ca/sexualassault)

# Creating a Campus Culture of Consent

## *What is consent culture?*

*A culture in which the prevailing narrative of sex is centred on mutual consent. It is a culture that does not force or coerce any individual into jeopardizing their own autonomy, respects the governing body based on the belief that that individual has the best judgement over their own wants, needs and desires. Consent to any activity is ongoing, freely given, informed and enthusiastic.*

***We are committed to building a campus culture of consent.***

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The Office of Student Conduct (OSC) is proud to present the 2018-2019 annual report on behalf of the Consent Peer Education Program (CPEP). The annual report highlights our achievements as a renewed and improved peer-based program; committed to providing the Humber and the University of Guelph-Humber communities with education in the awareness and prevention of sexual assault and violence. Through our collaborative programming with various community and industry partners, in accordance with the statute of the government mandated Bill 132, and the Okanagan charter guidelines, CPEP places great emphasis on fostering a campus culture of consent, respect, and accountability.

The re-branded “Consent is Sexy” campaign have been revamped and is now called the Consent Peer Education Program. CPEP works to bring awareness to Humber College and the University of Guelph-Humber’s sexual assault & violence policies and procedures through educational events; effective workshops; and compelling social media marketing strategies. CPEP is striving to promote a healthy campus as per the Okanagan Charter through various opportunities for staff and students to practice self-care, health promotion, and sustainability.

The prevention and eradication of sexual violence in the post-secondary institution sector is of utmost importance and to all members of the post-secondary education community. Humber and the University of Guelph-Humber are instrumental in sustaining change towards a safer, accountable, and prosperous campus culture of consent.

Sincerely,

Office of Student Conduct and the Consent Peer Education Program



The Consent Peer Education Program (CPEP) seeks to educate the Humber and the University of Guelph-Humber student community on sexual assault preventative measures through informative and intentional initiatives, including: social media campaigns; proactive bystander intervention workshops; generating dialogues within marginalized communities who are at increased risk of sexual assault and violence; and in-person events. CPEP models a peer-to-peer method of disseminating information to increase student retention on the challenging topic of sexual assault and violence, through:



- Facilitation of workshops that address the need for proactive bystander intervention strategies (Bringing in the Bystander)



- Plan, prepare, and execute small to large scale events that educate, engage, and empower students to enact change within their community and beyond



- Use of online and social media platforms to increase awareness and dialogue among students around: sexual intimacy, healthy boundaries, consent in the digital landscape, sex positivity, Humber and UoGH policies, internal and external supports and overall wellness

### *CPEP strives to:*

- Cyber sexual harassment, solicitation of nudes, cyberbullying and online stalking
- Sexual assault and gender based-violence within marginalized communities and considers how multiple forms of oppression intersect
- Interpersonal and relationship abuse, sexual assault, intimate partner rape and acquaintance or date rape.

## Consent Peer Education Program Team Structure

The organizational structure of CPEP consists of a four-tiered structure with (6) Consent Peer Educators, (2) Senior Consent Peer Educators, the Coordinator, Sexual Violence Prevention & Education and the Manager, Office of Student Conduct.



*Recipients of the Judy Harvey Student Spirit Award at the 2019 Humber Student Appreciation Awards*

*“From an on-campus survivor, thank you CPEP for all you do... Thank you for helping me survive my trauma.”*

# Fall 2018 Educational Events

Fostering a campus culture of consent is imperative, especially, within the first six weeks of classes.

50%

More than fifty percent of college sexual assaults occur in the first six to eight weeks of classes.

[sacha.ca/resources/statistics](http://sacha.ca/resources/statistics)

## Take Back the Night March 2018

CPEP in partnership with the University of Guelph-Humber, IGNITE, and Department of Public Safety hosted the third annual Take Back the Night March at Humber North Campus on September 27th in the Learning Resource Commons (LRC). Two hundred and fifty students, staff, faculty, family and external partners attended in solidarity for survivors of sexual assault. The evening was infused with ceremonial Indigenous drumming and traditions, captivating survivor stories, sign-making for students to express their personal support and an external community resource fair. A march around the perimeter of the campus followed by passionate chants of, *"We have the power, we have the right, these are our streets, TAKE BACK THE NIGHT!"* concluded the evenings festivities.



## 16 Days of Activism for Ending Gender-Based Violence

During the last week of November and first week of December the team organized several in person and online initiatives centred around implementation of preventative strategies that students can use in situations where gender-based violence occurs. Students had the opportunity to think introspectively while simultaneously generate discussions with their peers.

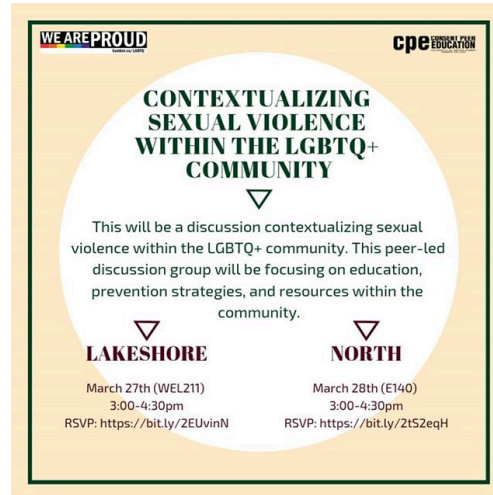
The first week of 16 Days was focused on proactive bystander intervention strategies and education through our social media platforms. These included: definitions of each of the four Ds (direct, delegate, delay, distract); scenario-based questions, and polls to gauge knowledge about being an active bystander. In addition, self-care events hosted at both campuses provided students a moment of deep contemplation and relaxation to highlight students' mental health and well-being during the examination period. The combined total student engagement for these two weeks of activism was 700. (Refer to page 12)

## One Billion Rising

Thousands worldwide heard the call to end violence against the one billion women and girls affected by gender-based violence on February 14<sup>th</sup>, Humber and the University of Guelph-Humber accepted the call and continued the awareness on campus. The LRC transformed into a dance floor filled with 150 students embracing unity, inclusion, and togetherness; the students personified autonomy over one's own body by rising to end violence against women through dance. Movement allowed for dialogue amongst peers to adopt a different medium, art.

## Conversations with CPEP

An engaging dialogue between allies and members of the LGBTQ+ community in order to gain greater insight and understanding of the challenges faced in this community. Students felt comfortable to express personal stories and work through difficult conversation once thought of as taboo within a postsecondary institution. Prior to leaving the discussion, participants were encouraged to participate in a self-care exercise to reflect, recharge, and relax.



## Sexual Assault Awareness Month (SAAM)

April's focus was to raise awareness around the prevalence of sexual assault on college campuses; disseminate information on available resources and supports on-campus; and foster a greater understanding of consent. CPEP held its first annual #Support4SAAM contest where fourteen departments decorated and adorned their spaces in teal. Through this collaboration increased student retention and orientation to sexual assault awareness dialogues and supports on campus were encouraged. (Refer to page 13 of Appendix)



# Winter 2019 Educational Events

*Winter Student Engagement in Review:*



**Educated 300 students, staff & faculty on pro-social bystander intervention strategies**



**Interacted with 750+ students through online initiatives hosted on our social media platforms**



**Engaged with 1000 + students, staff & faculty at in person events focused on preventative strategies and supports on campus**

## *Bringing in The Bystander (BITB)* Workshops 2018 – 2019 Numbers in Review

### Fall Semester 2018:

#### Bachelor of Nursing Program Collaboration

Number of Attendees	Audience
Total: 73	Nursing Program Students

#### CPEP Facilitated Workshops

Number of Attendees	Audience
Total: 434	All Student Leaders, Humber Staff, Varsity Athletes, CICE Program

### Winter Semester 2019:

#### CPEP Facilitated Workshops

Number of Attendees	Audience
Total: 151	Massage Therapy, Police Foundations Program, Danforth Highschool, Case Management & Advocacy Program



Bringing in the Bystander (BITB) is a bystander intervention workshop with a robust evidence-base. Rather than focusing solely on the roles of perpetrator and survivor, the highly interactive Bringing in the Bystander curriculum uses a community responsibility approach. By teaching bystanders how to safely intervene in instances where sexual violence, relationship violence, gender-based violence or stalking may occur.

Through discussion of issues and role-playing of common violence scenarios, participants come to understand how they play a part in proactively preventing sexual violence and provide the appropriate supports to survivors. This academic calendar year we had the pleasure of training a total of **658** students, staff and faculty.

"Although very heart wrenching, I enjoyed and respected the way it was presented."

"The trainers made me feel comfortable about discussing the topics."

"I know I now have the ability to redirect an event-or at least try."

"I appreciated the inclusivity and demonstration of the power of bystanders."

"BITB sessions should be mandatory for all students!"



## BITB: Nursing Collaboration 2018 Analytics

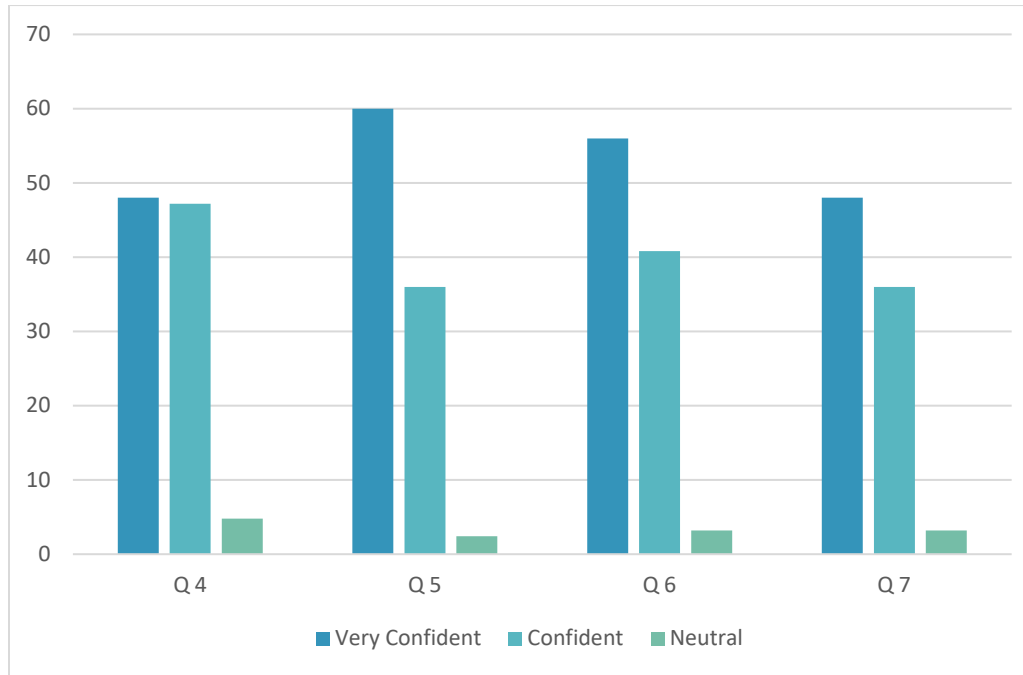


Fig.1.1. represents a bar graph denoting four specified questions directed to the 125 total respondents (101 students; 23 university/college staff; 1 university/college faculty) is shown. Numerically on the x-axis is percentages out of a possible one hundred. Respondents had the opportunity to rate on a Likert scale of 1-5 (with 1 equivalent to not confident to 5 equates to very confident) their level of satisfaction post workshop specific to the questions posed.

Q4 – I have developed skills for direct and indirect intervention, while keeping safety in mind.

Q5 – I have gained knowledge and awareness on the scope and causes of sexual violence.

Q6 – I have recognized my sense of responsibility for creating change in my community related to sexual violence.

Q7 – I have gained the ability to recognize the impacts that sexual violence has on our community and survivors.

**\*\*Note that for all questions the two categories of somewhat confident and not confident totalled 0% and respectively were not used in this figure.**

# BITB: Nursing Collaboration 2018

In partnership with the Bachelor of Nursing Program (BN) at Humber College North Campus, a group of 6-12 BN students disseminated and facilitated the BITB workshop to students, staff & faculty in order to educate their audience on the role of the bystander and how to enhance a pro social culture that facilitates a reduction of sexually inappropriate behaviours on campus, in the workplace, and in the community.







## Next Steps for the Bachelor of Nursing Program Collaboration

Next year, in conjunction with offering (12) twelve nursing students a placement for the Fall semester, our primary focus is to mandate BITB training for all nursing students prior to completing their education. It is imperative for new nurses to be prepared to identify, act and support themselves and their patients if they witness any acts of sexual violence. Through participation in this workshop, we believe they are equipped to do so.

“I am a 4<sup>th</sup> year student of the Bachelor of Nursing (BN) program and I feel that BITB has really helped me when dealing with the vulnerable sector during my clinical placements. It has taught me how to keep myself safe at the hospital and in the community. If I had this training before starting my mental health placement at CAMH in 2<sup>nd</sup> year, I would have been nervous. It would have taught me how to deal with patients that are at risk for being sexual perpetrators towards nursing staff. Now that I have this training, I feel a lot more competent in my placements and future job.”

- Amanveer Deol, 4<sup>th</sup> year BN student



In 2019 – 2020 we are seeking a multi-varied approach to facilitating Bringing in the Bystander and additional workshops aimed at educating the student community on: consent in the digital landscape, understanding the scope of sexual violence and the legal system, responding to disclosures, especially for staff and faculty and general sexual health and sexually transmitted infections knowledge.

In order to accommodate these additional workshops and programming, we are looking to partner with program coordinators from Humber and the University of Guelph-Humber who are interested in mandating these workshops to their students. In addition, we look to partner with the Student Leadership Academy (SLA), First Year Experience (FYE), and Orientation in order to equip student leaders with increased knowledge around sexual violence and disclosures, thereby increasing student retention and orientation to on-campus supports and assist in an overall campus culture of consent.

Lastly, we recognize the importance of teaching appropriate behaviour prior to an individual's post-secondary experience. In May 2019, CPEP was invited to facilitate BITB to a class of 40 secondary students at Danforth Collegiate Technical Institute. The students appreciated an open forum to discuss cyber harassment, prosocial bystander intervention strategies, and healthy relationship building. In addition, this experience oriented secondary school students towards pursuing an education at Humber and the University of Guelph-Humber as they became increasingly aware of our on-campus holistic



## Communication



Interacted with **2000+** students across all social media platforms. Opportunity for two- way dialogue with members of the Humber community, bolstering increased student retention towards educational and preventative initiatives.

## Productivity



Enhanced efficacy and dissemination of information, support, and outreach to students in a timely manner.

## Engagement



Engaged with **1500+** students, either through retweets, follows, likes or direct messaging.

Instagram Followers: **650**

Twitter Followers: **110**

## Promotions



Increased circulation of advertising for events, campaign awareness focused on the most marginalized communities, allowed for cross promotion with other internal partners.

## Initiatives



Ability to promote on-line initiatives through social media platforms, allowed students to continuously refer back to content as it is housed permanently on our site.

## Development



Accelerated platform development and brand recognition through weekly posts and on-line campaigns. Fostered partnerships with outside community organizations and bolstered relationship development from peer to peer. Platforms were upgraded in order to provide analytical data surrounding reach and engagement.

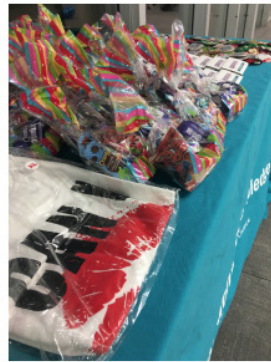
# cpe

## CONSENT PEER EDUCATION

UNIVERSITY OF GUELPH-HUMBER  
HUMBER COLLEGE

### January 2019

Welcome back, Humber! We hope everyone had a relaxing winter break and a Happy New Year! We've started the year off with a residence collaboration towards the end of Frost Week. In this issue you will find our February initiatives.



Activities from our event at Lakeshore residence.



**Our mission statement:**  
The Consent Peer Education Program fosters an environment of prevention surrounding sexual violence. At Humber College and the University of Guelph-Humber we support survivors, educate students in being active bystanders, and contribute to the conversation on consent.

### In this issue:




Upcoming  
Events  
2

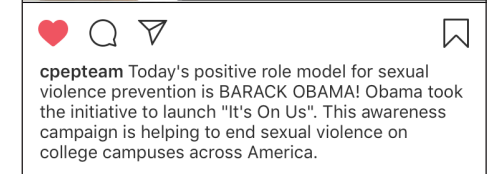
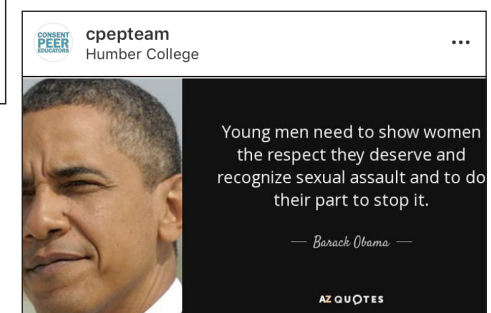
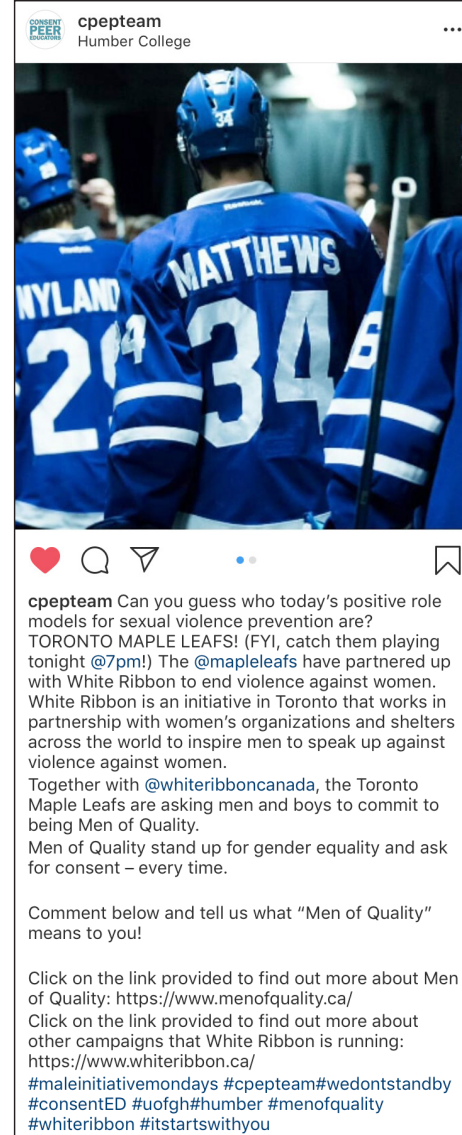
Feature  
Article  
3

Colouring  
Sheet  
4

Contest details  
on page 2!

<http://humber.ca/student-life/sexual-assault/>

@cpepteam   



Above is the January edition of the monthly newsletter, on the front page is from Frost Week: Consent Carnival. This was an initiative in collaboration with Residence where we were looking to engage in conversation with students from residence. This was an in-person, interactive event where students played a series of games pertaining to increased awareness surrounding sexual assault statistics and myths, and sex-positive dialogues. To the right is a culmination of various #maleallymonday posts hosted on our Instagram page. This bi-weekly initiative sought to bring positive male role models and allyship to the forefront of sexual violence and assault. In addition, these bi-weekly posts allowed men to feel comfortable in extending feedback and dialogue with our team.



## Upcoming Events

### 16 Days of Activism

November 26th - December 7th

This month we will be participating in an international campaign called '16 Days of Activism Against Gender-Based Violence'. It challenges violence against women and girls. Throughout the two weeks, we will be hosting events every day, on campus and on social media.

We will be incorporating five themes into our events during the 16 Days of Activism. These five themes include:

- Listen: Listening to the experiences of our peers and being open to learning from them.
- Believe: Believing survivors and those affected by sexual violence to show we support them.
- Speak Out: Speaking out against sexual violence.
- Intervene: Intervening in a safe manner to help stop gender-based violence.
- Act: Acting in a way to make a change that we want to see and working closely with organizations to put an end to sexual violence.

16 DAYS OF ACTIVISM  
AGAINST GENDER-BASED VIOLENCE

#MYACTIONSMATTER

There are many prizes to be won if you participate.

We will have prizes drawn by raffle: each online event you participate in will get you one raffle ticket, each in person event, you will receive two. Check out our events calendar below!

To read more about the '16 Days of Activism' check out [www.swc-cfc.gc.ca/commemoration/vaw-vff/index-en.html](http://www.swc-cfc.gc.ca/commemoration/vaw-vff/index-en.html)

#### Raffle Prizes

- 1st: headphones  
2nd: \$50 gift card  
3rd: \$30 gift card

### Events Calendar

November 26 - December 7, 2018

Monday	Tuesday	Wednesday	Thursday	Friday
<p>26</p> <p> <b>We Don't Stand By</b> Nov 26-Nov 28 Share your strategies for intervening in a situation of sexual violence.</p>	<p>27</p> <p> <b>Self-Care</b> North, LRC 12:30-2:30pm We'll be handing out care packages to help you get through exam season!</p> <p> <b>We Don't Stand By</b></p>	<p>28</p> <p> <b>bitb</b> BRANDING IN THE POSTABLE Open Session North, LRC2037, 2-4pm A 2-hour workshop that will teach you ways to be a pro-social bystander.</p> <p> <b>We Don't Stand By</b></p>	<p>29</p> <p> <b>Role Models and Healthy Relationships</b> Send us a DM of someone in your life that is a role model for healthy relationships.</p>	<p>30</p> <p> <b>Consent Cafe</b> North, HIVES F309, 2:30-4:30pm Join a discussion about consent through games (likebingo!)</p>
<p>3</p> <p> <b>Alcohol Awareness Event</b> Lakeshore, Residence, 11-3:30pm Find us tabling at this event which will build awareness around responsible alcohol consumption.</p>	<p>4</p> <p> <b>Ending Gender-Based Violence (GBV)</b> Learn 5 ways in which you can help end gender-based violence.</p>	<p>5</p> <p> <b>Self-Care</b> Lakeshore, Welcome Centre Write and post positive messages for survivors of sexual violence.</p>	<p>6</p> <p> <b>Ending GBV</b> Learn what you can say and do to end GBV. Join us at the <b>National Day of Remembrance and Action on Violence Against Women</b> Conference North, Iqite Student Centre, 11:30-1pm</p>	<p>7</p> <p> <b>What Would You Do?</b> Join us on Twitter to share your thoughts about how to be active in your community to reduce GBV.</p>

@cpepteam

2

# DIRECT

Step in directly and keep it brief

# DISTRACT

Engage directly with the person who is being harassed

# DELEGATE

Alert someone with more social power than you and ask for assistance

# DELAY

Check in after the incident; a reminder that they are not alone

Starting from the left and moving clockwise: The October Newsletter, this is a monthly newsletter hosted on our website, provides students, staff and faculty with information for upcoming events, articles pertaining to sexual assault education or mental health strategies and tips, and a self-care colouring page. Above is one of two social media initiatives purposed for 16 days of activism hosted on our Instagram, the 4 D's are synonymous with BITB. The 4 D's are strategies used to deescalate and provide assistance to an individual in need. To the left is the second Instagram initiative where we posed a series of scenarios and questions where students were asked to use the 4 D's learned one week prior to evaluate, assess, and determine the most appropriate course of action contingent on the scenario. Lastly, is a Twitter poll used to better glean the Humber and University of Guelph-Humber communities prior knowledge surrounding GBV.

You're at a party. You see someone who has had a lot to drink, but someone keeps bringing them more. What would you do?

cpe

You're with a group of friends and overhear someone making degrading jokes, such as "No means try harder." What would you do?

cpe

You're walking down the street. You see a woman ahead of you being catcalled by a group of men across the street. She looks uncomfortable. What would you do?

cpe

Consent Peer Education  
Humber Consent Peer Education Pr...  
@CPEPTeam

A friend discloses to you that they are a survivor of gender based violence. How do you do your best to listen?

I listen and offer advice	7%
Provide emotional support	41%
Listen and ask questions	11%
Just let them talk	41%

27 votes · Final results

Consent Peer Education  
Humber Consent Peer Education Pr...  
@CPEPTeam

How would you speak out about those who have experienced gender based violence?

Use social media	67%
Share my own story	11%
Tell friends and family	22%

18 votes · Final results

Consent Peer Education  
Humber Consent Peer Education Pr...  
@CPEPTeam

How do you tell a survivor of gender based violence that you believe in them?

Reassure them	21%
Tell them how to report	0%
Tell them I believe them	50%
Ask if they need help	29%

24 votes · Final results

Consent Peer Education  
Humber Consent Peer Education Pr...  
@CPEPTeam

How do you safety intervene when you see acts of gender based violence?

Physically, if safe	32%
Helping emotionally after	24%
Calling authorities	44%

25 votes · Final results

Consent Peer Education  
Humber Consent Peer Education Pr...  
@CPEPTeam

What would you personally do to help take a stand against gender based violence?

Volunteer	26%
Join a club at school	26%
Create my own initiative	21%
Choose a helpful career	27%

19 votes · Final results



### Sexual Assault Awareness Month Events Calendar April 2<sup>nd</sup> - April 26<sup>th</sup>, 2019

Monday	Tuesday	Wednesday	Thursday	Friday
1 <b>Paint Humber Teal contest starts</b> Decorate your office space in teal to show your support for SAAM.	2 <b>Teal Tuesday</b> Lake, L Building, 12-2pm Take a picture at our photo booth and learn more about SAAM.	3 <b>Plant the Seed</b> Lake, WEL Centre, 12-2pm Paint a mini flower pot and plant flower seeds, while learning more about consent.	4	5
8	9 <b>Self Love</b> 12-2pm, Lake, outside Blue Room, North, 3rd floor LRC Make your own self-care packages to help you get through exam season.	10 <b>bitt BRINGING IN THE BYSTANDER</b> <b>Open Session</b> Lake, 10-12pm, WEL207 Learn essential life tools to becoming an active bystander.	11 <b>bitt BRINGING IN THE BYSTANDER</b> <b>Open Session</b> North, 12-3:30pm, LRC 2037 Learn essential life tools to becoming an active bystander. Plant the Seed will follow the session.	12
15 <b>Paint Humber Teal contest ends</b> Deadline to submit a photo of your decorated office space to CPEP@humber.ca.	16	17	18	19
22	23	24 <b>Denim Day</b> Wear jeans with a purpose, to support survivors. Join us in celebrating the 20th Annual Denim Day.	25	26



@cpepteam

### April 2019

April was Sexual Assault Awareness Month! Thank you to everyone who came out to show their support for SAAM. For more information on this campaign, [click here](#).

We hope everyone has a great summer, and we look forward to seeing you next year!

### Recap of SAAM

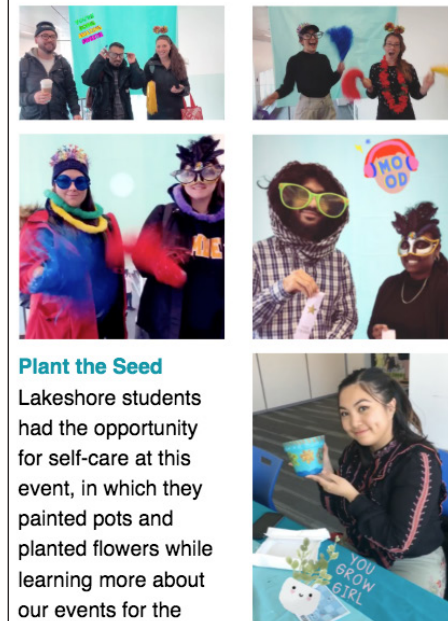
#### Paint Humber and Guelph-Humber Teal

For the month of SAAM we invited staff and faculty to show their support by Painting Humber and University of Guelph-Humber Teal. Congratulations to the Academic and Career Success Centre and the BASE for winning the #Support4SAAM contest! To view all the **TANTALIZINGLY TEAL** office spaces, [click here](#).



### Teal Tuesday

To kick off the month of SAAM, we had a photo-booth for students to take fun photos while learning more about the purpose of SAAM.

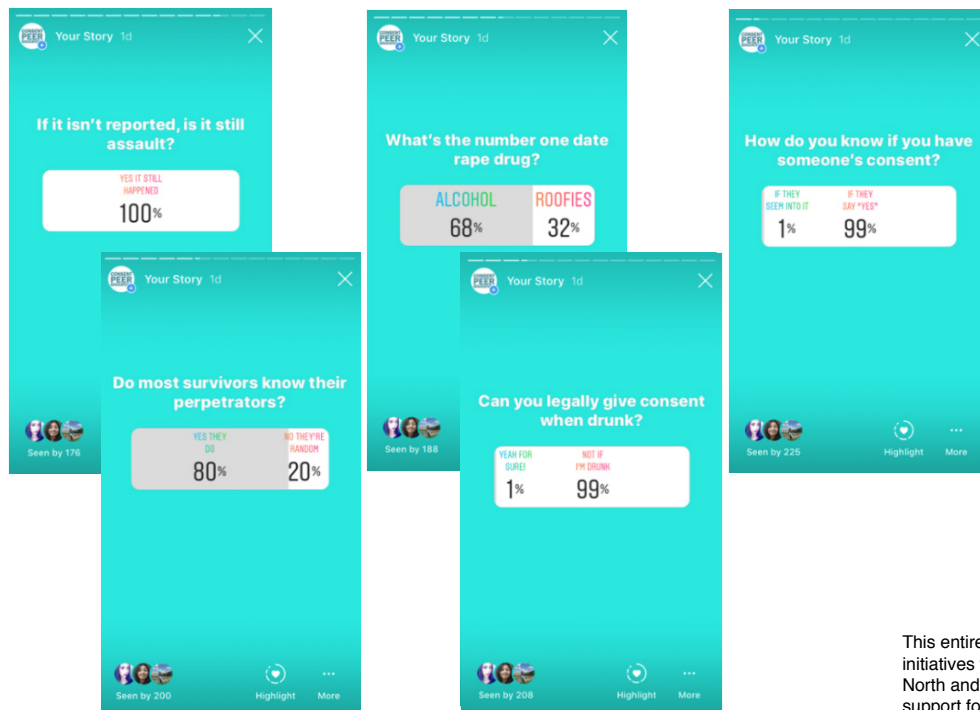
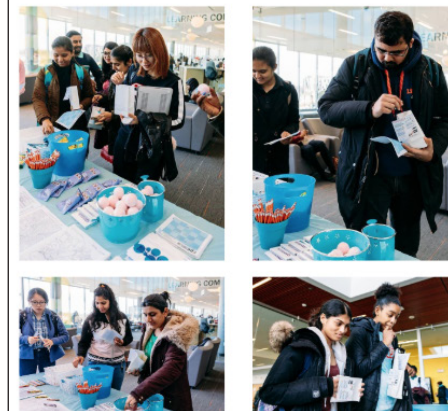


### Plant the Seed

Lakeshore students had the opportunity for self-care at this event, in which they painted pots and planted flowers while learning more about our events for the month of SAAM.

### Self Love

This event was for students to create their own self-care kits to prepare for exam season. Students were able to fill a goodie bag with a variety of snacks and self-care products. Photos by [Life at Humber](#).



This entire page is dedicated to Sexual Assault Awareness Month (SAAM) which took place in April. A combination of online and in person initiatives were dispersed throughout the entire month of April. Above are photos of the winners from the #Support4SAAM contest at both North and Lakeshore campus. A total of 12 departments participated in the contest while an additional 14 decorated their spaces teal in support for the initiative. On the left is an Instagram poll where 200+ students participated and indicated their level of knowledge surrounding consent.